

# What is Career Readiness?

Kimberly A. Green, NASDCTEc

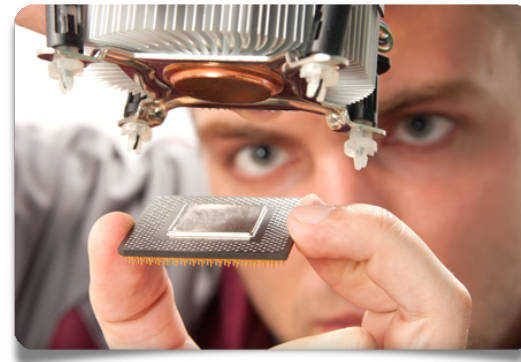
# Outline

- Stage sharing
- Perspectives of what is career readiness
- Career Readiness Partners Council
- Next Steps



# Stage Setting

- Global competition and changing needs of workplace major drivers
- Research acknowledged rigor in both college and career readiness



# Stage Setting

- Strong policy interest in college and career readiness
- Most conversation is really about college readiness
- College readiness is more easily defined



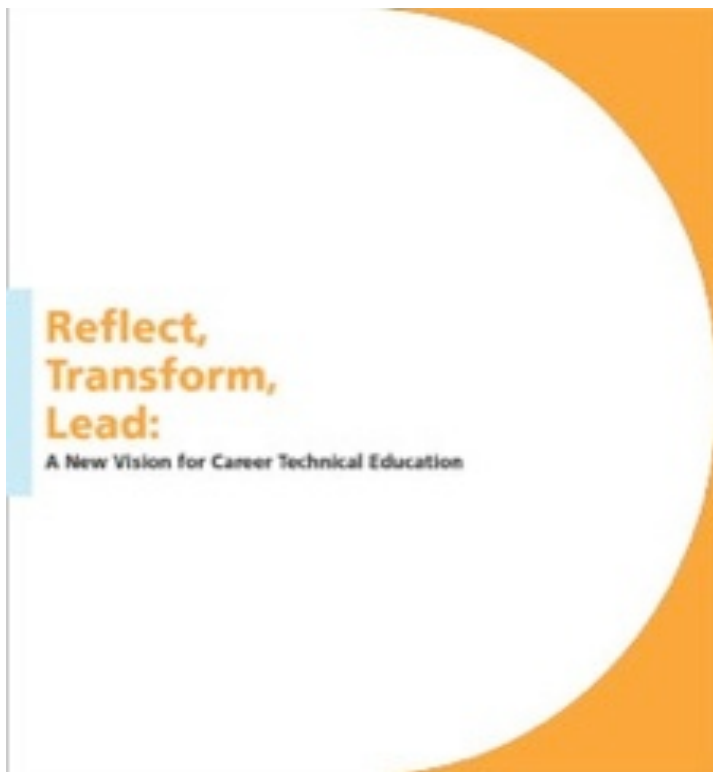
# Stage Setting

- CCSS do not fully prepare students to be college and career ready



# Stage Setting

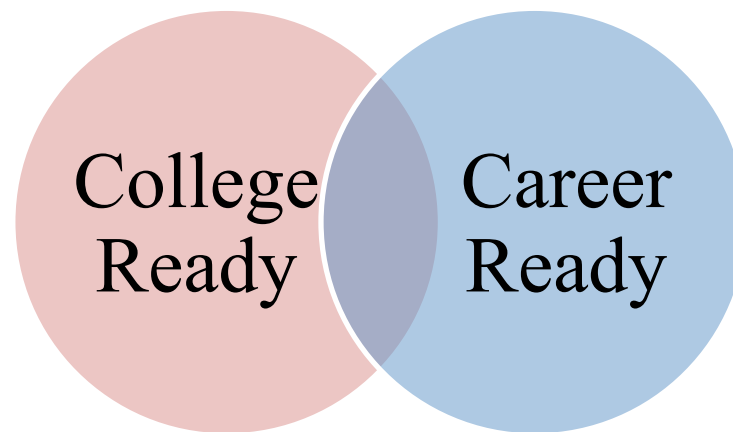
---



- Shared vision of the CTE State Directors.
- CTE prepares students to succeed in further education and careers.

# What is college and career readiness?

---



- Academic, “employability” and technical skills
- Skills shared by both college **and** career ready but this overlap is insufficient to be fully college **and** career ready.

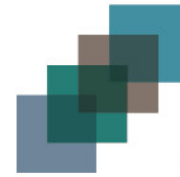
# What is career readiness?

---

- Ready for entry-level work:  
understand what it means to be an employee but no specific technical skills
- Ready for entry-level work:  
including technical skills
- Ready for college/  
high school graduation







# Career Readiness Partner Council



Building Blocks for Change:  
What it Means to be Career Ready

[CareerReadyNow.org](http://CareerReadyNow.org)

# About the Council

Achieve

Alliance for Excellent Education

American Association of  
Community Colleges

American School  
Counselor Association

America's Promise Alliance

ASCD

Asia Society

Association for Career and  
Technical Education

Business-Higher  
Education Forum

ConnectEd: The California  
Center for College and Career

Corporate Voices for  
Working Families

Council of Chief State  
School Officers

The Eli and Edythe  
Broad Foundation

Ford Motor Company Fund

Gallup

James B. Hunt, Jr.  
Institute for Educational  
Leadership and Policy

The Manufacturing Institute

National Academy Foundation

National Association of State  
Boards of Education

National Association of State  
Directors of Career Technical  
Education Consortium

National Council of La Raza

National Education Association

National Governors Association

National League of Cities

National Youth  
Employment Coalition

Skills for America's Future,  
The Aspen Institute

Smarter Balanced  
Assessment Consortium

# What it Means to be Career Ready

**A career-ready person** effectively navigates pathways that connect education and employment to achieve a fulfilling, financially-secure and successful career.

# What it Means to be Career Ready

Academic & Technical  
Knowledge & Skills

# What it Means to be Career Ready

Employability Knowledge, Skills & **Dispositions**

# How to assess Career Readiness?

- Not a single assessment
- Multiple measures (and means of measurement)
- Validated by employers
- Resulting in a transportable credential

# Building a Comprehensive System

Career readiness requires a system of supports that deliver learning **when** it is needed, **where** it is needed, **how** it is needed and **by a cadre of experts** that includes teachers and career professionals.

# Strategies for Building a System

- . Policymakers
- . High school teachers, leaders & counselors
- . Business & industry
- . Higher education
- . Parents & students
- . Communities



# Next Steps

- . Continue to meet
- . Expand the list of partners
- . Gather state and local supporters
- . Focus on:
  - . Assessment
  - . Changing perceptions of career readiness (with a focus on counseling)
  - . Promote federal policy that supports career readiness



## Career Readiness Partner Council

Read the Council's statement "Building Blocks for Change" and add your name to the growing list of individuals who want to forward a more comprehensive vision for career readiness.

[CareerReadyNow.org](http://CareerReadyNow.org)



# Assessment Consortia & Career Readiness

---



## **PARCC**

- college and career readiness determination
- describe the academic knowledge, skills, and practices in English language arts/literacy and mathematics students must demonstrate to show they are able to enter directly into and succeed in entry-level, credit-bearing courses and relevant technical courses in those content areas at two- and four-year public institutions of higher education.

## **SmarterBalanced**

- Forming committees (1) member states and (2) national group on career readiness

# Career Ready Practices

---



Framework for developmental experiences necessary to becoming career ready

Examples:

- Act as a responsible, contributing citizen and employee.
- Communicate clearly, effectively, and with reason.



**LEADING CHANGE  
TRANSFORMING EXPECTATIONS  
MAKING THE DIFFERENCE**



Learning that works for America

**CTE™**

Kimberly Green

[kgreen@careertech.org](mailto:kgreen@careertech.org)

[www.careertech.org](http://www.careertech.org)

Twitter: @CTEWorks

#careerclusters